

Recognise the  
impact you have

Face new challenges  
each day

Our  
colleagues

Opportunities to  
challenge ourselves

Family-like culture  
and team spirit

Commitment and  
a positive vibe

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# YOUR IMPACT

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WORKING AT PRS

Part of  
something bigger

A healthy and good  
work-life balance

World Class  
Workplace

Employees feel appreciated  
and cared for



**PRS** | CARRYING  
YOUR  
IMPACT

MEMBER OF FABER GROUP

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## Colophon and disclaimer

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# What impact would you like to make?

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# Our world of load carrying

Have you ever wondered in the shops how all those products get there?



A lot of products produced all over the world are transported on pallets. Pallets are load carriers for supply chains used to transport goods in a safe, efficient, standardised way from producers to converters to retailers. At PRS we operate one of the most established circular economy systems in Europe, supplying reusable pallets to the plastics industry.

In the 1990s, a group of European polymer (plastic) producers had a need for a system of sustainable, circular collection and recycling of pallets. The polymers they produce had to be transported to their clients, who convert plastics into all kinds of products. Faber Group was a producer of quality pallets and seized the opportunity to build a European network of depots, suppliers, carriers and collection points. Together with the support of the industry they came up with an industry-wide concept based on standard, CP-sized pallets that are designed for multiple reuse. The "Pallet Return System" – later abbreviated to PRS – was born.

### **Our pooling system**

So how exactly do we operate our pooling system? One of our customers, like Total Energies and Borealis for example,

places an order of 300 pallets for one of their sites. We supply the number of pallets whenever and wherever they are needed. The customer sends its product to a plastic converter who converts the polymer granulates into all kinds of products. Our customers share information with us on where the pallets have been sent to. After the transport and use of the pallets, we pick these up at the converter, repair them if necessary, and then supply them once more to the next customer. We are present throughout Europe, and that is also where we are able to collect them.

### **Reducing our footprint**

At PRS, sustainability is in our DNA, given that our business model is based on the reuse of pallets. For our customers using our pooling system, this means that they don't have the hassle

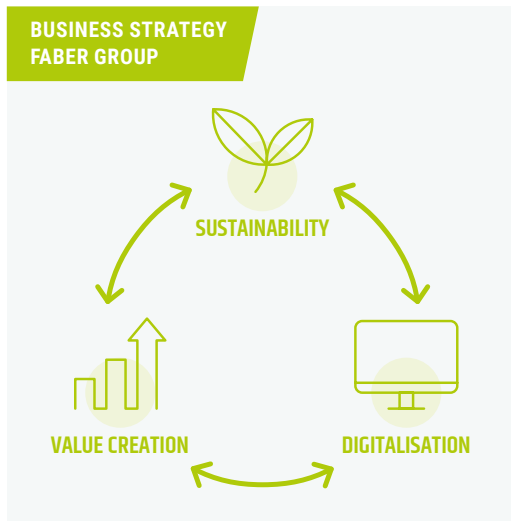


# Green thinking is in our DNA, as our business model is based on reuse

**PRS operates one of the most established circular economy systems in Europe, supplying reusable pallets to the plastics industry. Scan the QR-code to find out more about us.**



of ownership, multiple suppliers (and the associated contracts) or the need to invest in load carriers. By opting to use pool pallets instead of one-way, single-use pallets, they participate in the shared economy and reduce their footprint.



We focus on secured supply of pallets and reuse pallets as much as possible. We also make sure our high-quality pallets are made from sustainable sources of timber. By working together with our customers on a common goal, we all contribute to a circular model and a more sustainable supply chain. Through recovery, refurbishment, and reuse, PRS is able to save 450,000 trees per year, or well over 1000 per day!

Beyond the intrinsic sustainability of our own pallet pooling system, PRS also contributes to the sustainability goals of our parent company, Faber Group. In this regard we focus on the areas where we can make most impact: reducing the footprint of our logistics operations, optimising the lifecycle of our load carriers, and doing this in partnership with all stakeholders throughout the plastic industry. Besides sustainability, digitalisation is another pillar of our business strategy. Digitalisation enables us to optimise the logistics process around our pallet pool, for example our use of IoT (Internet of Things) systems gives us a more advanced way to track our assets.

## 150 colleagues fulfil the need for a circular system of pallets

### Grow and develop yourself

At PRS, we work with over 150 colleagues every day to fulfil the pallet supply needs of our customers in the best way possible. According to our customers, PRS stands out for its quality and reliability, which are a direct result of the values we work with. These values – Care, Dare, Deliver – guide our actions in our daily work and motivate us to do better and become better than we were yesterday.

## CLOSED POOLING



Closed pooling is a system for reuse in which reusable load carriers are circulated by PRS without change of ownership, meaning that PRS remains the owner of the load carriers.

## Our business has an immense impact on the world around us

PRS is headquartered in Eindhoven in the Netherlands. We work with many international colleagues to service all our customers throughout Europe.

The international atmosphere makes working at PRS even more interesting and diverse. Our colleagues work in various teams, like Commercial, Operations, Finance, HR, IT and Marketing & Communications. Each team focusses on its own department, but also collaborates with other teams and individuals to share experiences and best practices.

At PRS, we believe it's important that everyone is seen and that everyone is at the right spot in the company, the place where they can best grow and develop.

### Facts and figures

- PRS was initiated by the chemical and polymer industry 25 years ago
- 6 million trips per year
- Supply to 100 packaging sites
- Pallets are collected from 12,000 plastics converters
- PRS collaborates with the majority of distributors
- PRS pallets are recovered at 30 depots

# a day at PRS

Whether it is our modern and open office in Eindhoven or our drive to deliver load carriers all over Europe, at PRS you will find a friendly and supportive team of colleagues working together to excel. PRS combines the best of both worlds: local in the sense of the warm and informal culture, international thanks to the bigger European setting and contact with international colleagues. Being part of a company in transition, employees can really make a difference and contribute to its development.







# The first thing you notice is the friendly atmosphere



8.30 Rush hour at the coffee machine, the perfect moment to catch up on the latest news. That could be the European Committee's latest regulations to reduce carbon emissions, or perhaps the latest post on LinkedIn. Either way, our coffee tastes good, and so does our tea.

Starting the day with a video meeting with a customer. It's a great way to share some ideas with them on improving their efficiency and sustainability.







Transporting returnable, reusable containers to customers across Europe to fulfil their specific load carrier needs *and* reduce waste.



Lunch time!  
We make plenty of time for informal celebrations and small-scale events.

Coming up with clever, new solutions to reduce the amount of waste in supply chains doesn't always come easily. It's a great feeling when it succeeds though.





One of many customers who rely on our employees to manage an effortless load carrier flow.



Working together for us means we help each other and tackle problems together.



Our modern workplace supports our open culture

Digitalisation is the future. Data driven process improvement enables us to maximise our impact



Brainstorm with colleagues to gather bright ideas to improve a customer's efficiency and sustainability.



We work hard and have fun.



**Nadia Haimour is Circular Logistics Planner at PRS. She joined the company in 2018 managing the return of pallets. Now she is also responsible for the planning.**





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“I face  
new  
challenges  
each day”

To really enjoy your job, we believe it is crucial to recognise the impact you have. Because meaning comes when we see the bigger impact of our work.

Nadia Haimour, PRS  
Circular Logistics Planner

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“It feels like solving puzzles, which forces me to focus, remember, learn, and use logic”

**As Circular Logistics Planner Nadia manages and plans the operational steps of the pooling system, this way closing the circularity loop of our business.**

**How did you come to work at PRS and what made you choose this job/company?**

“I found this job through a recruitment agency. They had connections with PRS. I liked the job description because of the idea of a recycling system, and the opportunity to use French and practice Dutch in my daily work. I’m from Algeria myself, so it is nice to work in an international environment.”

**Your job is most certainly more than “just pallets”... Can you tell us a bit more about what you do in your job?**

“I make sure the PRS pallets are picked up and reused by communicating with producers, converters, transporters, depots and distributors. Part of the job is keeping in touch with companies who are not cooperating yet and convince them to start returning as many pallets as possible. I am working on convincing a big converter to start returning our pallets, and we are close to an agreement. This was one of my goals since I started working here.”

“Next to managing the return of the pallets, I take care of the planning. I receive orders and plan deliveries to our French customers. Then I organise the transport of the ordered pallets to the location when and where they are needed. I am in touch with the distributors to receive information about the transport locations. That way I can follow those pallets and have them collected. The pallets are repaired when necessary, after which we can supply them once

more to the next customer. This is the way our pooling system works.”

“I started my job by only managing the return of the pallets. Later, I was also made responsible for the planning part. I feel very productive when executing all the operational steps of the pooling system. I am completing the picture of the PRS system. I face new challenges each day, which can be a bit stressful sometimes, but also makes every day interesting. It’s about being patient, prompt and polite. It feels like solving puzzles, which forces me to focus, remember, learn, and use logic.”

“We are encouraged to learn from each other by sharing knowledge”

**How does that add value to the supply chain/business of customers?**

“The work my colleagues and I do ensures on-time delivery, savings for journeys, happy customers and peace of mind. All of this has a positive impact on the customers, and on the environment.”



**Who do you work together with? Just those in your own division or also internationally within the group?**

"I work together with my colleagues from the Pooling Service Department. Our team is located in the Netherlands but has co-workers with a lot of different nationalities. It's amazing to be able to share our cultures with each other."

## "Start collecting pallets from North Africa & Egypt"

**Faber Group is a growing company, open for initiative and change. In what way does that offer you opportunities for personal development, learning, growth?**

"PRS provides learning opportunities for development on a professional and personal level. At work we are encouraged to learn from each other by sharing knowledge to improve our skills and relevant knowledge. An example is the opportunity I have been given to help with a new project where we will start collecting pallets from North Africa & Egypt. Pallets going there are going out of pool now, and we want to change that."

**And how do you feel you contribute to the development of the company and business?**

"I can contribute to the company in several ways. I am a fast learner and a loyal, hard worker. My aim in my job is to ensure customer service standards are excellent, which will in turn improve customer feedback and increase repeat business."

I increase pallet returns, and divide the work between transports companies wisely. I think it's important in any role to not just help increase sales orders, but to also add value by helping the company save money too. Furthermore, I help PRS improve our online image and marketing."

**And how does it contribute to sustainability?**

"The mission of the Pooling Service Department is to get positive feedback from customers and other companies. I listen to the customers and determine what actions I need to take. In the long run, good customer service makes the companies want to work with us and our sustainable way of pallet pooling."

**What do you like most about your job?**

"I like the fact that I am completing the whole cycle of pallet recovery. Productive days make me happy, days when all pallets have been returned, I solved small and big problems, the customers are satisfied, and I had good communication with my co-workers. I also love the opportunity to work from home and the fact that we are working with an international team."



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# Just as you give your best, so will we

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At PRS we are looking for people who want to develop, look beyond their job and want to have a meaningful impact on the world around them. In return you can expect us to do the same when it comes to taking care of our employees and supporting them to grow and develop.



## **Daily impact – Working environment**

Your day-to-day working environment should support you in bringing out the best in yourself and stimulate cooperation to excel as a team.

- Pleasant working environment and modern facilities
- Possibility of hybrid working and flexible working hours
- The scale of our business offers you the possibility to broaden your skills every day
- Extensive onboarding programme
- And of course, there's plenty of room for fun during and after work



### Professional impact – Career and personal development

We want to create an environment in which you feel encouraged to keep growing and in which you can encourage your colleagues to do the same.

- Growing company, open for initiative and change
- Empowering scale of the work field
- Exciting work in an international environment, where you can really contribute to development
- Opportunities for personal growth within company and internationally
- Learning programmes



### Sustainable impact – Contributing to the world

In our view, sustainability is a core element of good corporate responsibility. That's why we encourage our employees to really make a difference.

- We are not just following the trend: we are a shining example of what it means to be a sustainable company
- Your activities will contribute to global waste reduction and a circular economy and help to reduce the carbon footprint and ensure a sustainable future
- Opportunities to keep developing sustainability goals
- Support to engage in social responsibility after work



### Personal impact – Salary and benefits

We feel we owe our success to the efforts of each and every one of our employees. That's why we value our people and recognise the contribution they make.

- Flexible opportunities to support work-life balance
- Attractive salary and fringe benefits
- Exceptional performance will not go unnoticed or unrewarded.
- We care about your wellbeing and offer fitness and health programmes
- We support your continuous development by offering learning and training opportunities



### Human impact – Culture and diversity

The best of both worlds: we are big enough to offer an international vibe and perspectives, small enough to keep a family-like feeling at work.

- Intercultural working atmosphere
- Family-like culture and we value entrepreneurship
- The general vibe is friendly and relaxed, with good energy
- Flat organisational structure where we motivate each other and tackle problems together
- Celebrations and events with local and international colleagues


Ingrid Faber,  
CEO Faber Group

A portrait of Ingrid Faber, CEO of Faber Group, smiling. She has short, wavy brown hair and is wearing a white patterned jacket over a light-colored collared shirt. She is also wearing gold earrings and a gold necklace. The background is a plain, light-colored wall.

# Family-like culture and a positive vibe



Frank Dobbelsteijn,  
CEO PRS



At PRS it's our ambition to have a positive impact on the environment, our customers and the world of load carrying. It is the same sense of responsibility that drives us to care for our employees. Frank Dobbelsteijn (CEO PRS) and Ingrid Faber (CEO Faber Group) reflect on the culture of the company, taking the core values as a starting point: Care. Dare. Deliver.

## CARE

### Commitment and positive vibe

**Frank:** "In my view, the fact that we are a family-business defines our company culture a lot. There's a commitment to the Faber family all throughout the group. For example, every year we have a summit where all the management from all companies gathers. Ingrid is very much at the centre of that event. The way she addresses that meeting and shares her views on life, business, and the future always creates a positive vibe, a sense of solidarity, making it that you leave the summit with a lot of energy. Somehow Ingrid personifies the connection in the group."

### Long-term strategy

**Frank:** "At the same time those meetings confirm that the company is not focused on short-term profit, but on long-term strategy. I've also worked at more corporate, listed companies where your main concern is next quarter's results. That financially driven atmosphere to me is less friendly and less sympathetic. Entrepreneurship and gut feeling have taken the Faber company far, otherwise the company would never have lasted this long. And although we are simultaneously professionalising in different areas to facilitate our growth, it's important not to lose that entrepreneurial spirit."



“I want people to feel free to say things, do things and make mistakes”

Ingrid Faber, CEO Faber Group



### Freedom and responsibility

**Ingrid:** “I very much believe in giving people freedom and personal responsibility. We want people to feel free to say things, do things and make mistakes. We create a pleasant workplace and working atmosphere so that people enjoy working with us – from flexible working hours to a personal trainer or bootcamp, and from a modern office to team events. Furthermore, creating a healthy work-life balance is an important aspect of caring for people in my opinion. When it comes to the physical and mental health of employees, we are service oriented and offer them all the support we can.”

### Indispensable role

**Frank:** “Care is also about playing an indispensable role in the supply chain. Our customers are major players in Europe: retailers and manufacturers of all kinds of products. Day in day out we are taking care of getting their products around at the right time. And even though mostly people

hardly ever realise what gets their products to the shelves, recent disruptions like Covid or the war in Ukraine have shown us that supplies do not get there by themselves, let alone get there in a sustainable way.

“Once people get in, they notice the scale of everything”

Frank Dobbelsteijn, CEO PRS

### We can have a real impact

**Ingrid:** “We all share the conviction that sustainability is one of our priorities. We put sustainability before short-

term profit maximisation. For me personally, sustainability is very important. I'm very committed to the forests in Europe for example, and feel that the EU's forested area is far too low on the political agenda. I find it really shocking that climate change has caused the decline of pine trees in German forests because it's becoming too dry. From that perspective, I do think we are working on a good cause. And the great thing is that we can see that our decisions make a difference. We can have a real impact."

## DARE

### Dare to go for it

**Ingrid:** "As I said earlier, offering people space to take initiative is the biggest driver of our culture. We explain to employees their role and where we want to go and let them decide how to get there within the framework. Sometimes that will lead to solutions I would not have come up with – then I learn. And sometimes they will make mistakes – then they will learn. I like people to have ideas and dare to go for it, with the guts to develop and improve. That has always been the strength of our company and is the strength of our people. This implies offering people the space to make mistakes – within reason, of course. And encouraging people to show guts. We've got a 'Dare to try award' for our employees, open for any business improvements or ideas. There is quite a bit of enthusiasm to take part."



## Turn expertise into results

**Frank:** "Our organisational structure is flat and there is an open atmosphere where people are valued. We work with a team of people with the right expertise, who are given the freedom to turn that expertise into results. Personally, I am not the kind of person who manages every detail. I prefer connecting the dots from a forward-looking view."

# “Open atmosphere in which people are valued for their expertise”

**Frank Dobbelsteijn, CEO PRS**

## DELIVER

### Delivering on a massive scale

**Ingrid:** "If you look at the massive scale of our load carriers, which are being used all over Europe, it's not difficult to understand that 'no' is no answer for our customers. Load carriers might not be very visible, but they are an indispensable part of supply chains. For our customers they simply cannot be lacking – ever, as it would immediately disrupt deliveries. We always have to deliver. So, there's a great common drive for efficiency."

### Add value through data

**Frank:** "To maintain a healthy company, care and delivering should go hand in hand. A sustainable company also has to make money. And if we don't deliver, Europe will come to a standstill. Once people get aboard, they notice the scale of everything and the gigantic role they can play. And the world around us is changing rapidly. Take the developments in the field of digitalisation, for example. New digital developments come and go. The challenge for us is to use these developments to add value. Yes, we deliver pallets: load carriers to bring products from A to B. And we have to deliver these physical services to a high standard. But to increase our relevance in an ever-changing market, we have become of more value for our customers. Digitalisation is the key. We can offer added value by collecting data from the pallet's journey and using it to make the customer's supply chain more efficient and more sustainable. And, at the same time improving our own processes."

## “The challenge for us is to use developments to add value”

Frank Dobbelsteijn, CEO PRS

### Flexible working hours and mobile working

**Frank:** “That brings me back to the employer we have to be able to do that. We need people who understand data and know today’s tools. Who are handy on all kinds of IT and data-driven technologies. Who understand ChatGPT like no other. That is not necessarily someone sitting in an office behind a screen from 9 to 5. For us as an employer that means offering a working environment with flexible working hours and mobile working. An environment in which employees can decide when and where to work, as long as the work gets done.”

### Speak your mind

**Ingrid:** “And in addition to that, when I look at how we should ‘deliver’, the team aspect has become increasingly important over the years. Previously, in any situation, out of two job applicants I would pick the person most skilled for the job.”



Now, I believe that a person’s added value to the team weighs just as much. Of course, we need people to be capable of doing the job, but diversity in any sense of the word can add to the success of the team. I believe, every team needs a certain amount of people who think differently and speak their mind.”

## “Every team needs a certain amount of people who think differently”

Ingrid Faber, CEO Faber Group



### What we believe in

We asked the CEO's of the group and divisions to speak their mind and choose one of either options below. Of course, if it proved impossible for them to choose, they could use a wild card and pick both options.

Four-day working week

Hybrid working



Ambition

Commitment



European

Country culture



Improving processes

Getting more out of people



Training and development

Experience



Salary

Job satisfaction



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# Com- panion- ship

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Want to know what it is like to work at PRS? Who could give you a better impression of the atmosphere and possibilities than our colleagues.







**“Everybody  
in the team  
is equal  
and seen”**

Anna Corone,  
Circular Logistics Planner

**“I like  
working  
here  
because  
of the  
good team  
atmosphere”**

“I work at the Pooling Service Department of PRS and have been working here for two years now. In my job, I manage contacts with our customers who order pallets, and make sure the pallets are retrieved

later. I like working here because of the good team atmosphere and the international team. The diversity of the team creates constant cultural exchange and the sharing of different approaches.

**Interesting and fun**

“I feel we really support each other and everybody in the team is equal and seen. I like the way we can interact on the same level with everyone here. For example, the management also participated in our latest table tennis tournament. Because of the short lines of communication between everyone, it is very easy to discuss issues with our team leaders and managers. They know the context of

our work really well. And because PRS keeps growing and developing there is a lot of opportunity for growth and challenges, which makes working here very interesting and fun.”

**“The diversity  
of the team  
creates  
constant  
cultural  
exchange ”**



## “We get a lot of opportunities to challenge ourselves”

Hugo Lopes da Silva,  
Team Leader, Pooling Service Department

“I started working at PRS three and a half years ago and this year became team leader of the Pooling Service Department. The atmosphere at PRS is great. I have the best colleagues and our team is very united. We all help each other out when needed. We like to work together at the office in Eindhoven, but can also work at home, which is great for ensuring a good balance between work and private life.”

### Flat organisation

“At PRS we get a lot of opportunities to be creative and challenge ourselves, at our own pace. And I really like the flat structure of the organisation. I can talk as easily to my manager as with my direct colleagues. The activities committee really shakes things up at the company by organising all different kinds of activities, like a summer party and international

lunches. Furthermore, the location of the company at Strijp-TQ is perfect because there is a lot to do around the building and so close to the city centre of Eindhoven.”



## “I get a lot of freedom to implement my ideas and use my creativity”

Jolein Kuijpers,  
Marketing and Communications Specialist

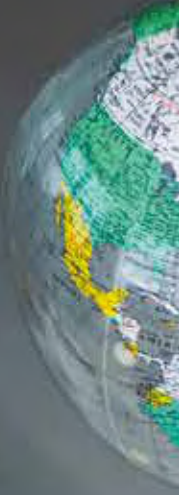
“I started working at PRS recently and am very happy with my choice. I felt at home from the start, and everyone is eager to help me. Working on different marketing and communications projects, I get a lot of freedom to implement my ideas and use my creativity. To do so, I work together with colleagues from the marketing and communications team, but also with employees from other departments in different countries.

I immediately noticed there is much more to the world of pallets than people think, and I am still learning every day. My challenge is to reach the right internal audience, and the right external audience with different messages.”

### Working from home

“I like the possibility of working from home or at the office, because it gives me the chance to divide the different

kinds of tasks over the week. Tasks that require more concentration I prefer doing at home. The days at the office give me lots of new energy by talking and brainstorming with colleagues. In the short time I have been here I have already joined a few activities: the Summer Party and a sports tournament. It's a great way to get to know your colleagues better and faster.”



# Make— your job count

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# 1

## Optimising pallets' lifespan

How can we get the most use out of a pallet and how long can a pallet stay in the pool? We increased the reuse of timber to maximise pallet repair at our depot locations. We encourage our customers and stakeholders to return the pallets through direct contact and campaigns.

# 3

## Saving 450,000 trees per year

Through recovery, refurbishment, and reuse of pallets, PRS is able to save 450,000 trees per year, or well over 1000 trees per day!

# 2

## Green Label certificate awarded to 4,500 stakeholders

To emphasise cooperation and partnerships, PRS annually hands out the PRS Green Label certificate to acknowledge everyone who contributes by returning and increasing the reuse of PRS Pallets.

# 4 IoT to minimise new pallet production

Accurate tracking of each asset throughout its lifecycle, from acquisition to disposal, enables us to avoid pallet losses. This way we can minimise the number of new pallets that need to be produced to maintain our pool. Additionally, the data generated provides the company with insights that allow us to improve efficiency, which in turn can lead to reduced transport and, with this, lower emissions.

# 5 We want to become a net-zero company by 2045

Our ambition is to achieve a 30% cut in carbon emissions per trip or barter in 2030 and eventually to become net zero by 2045.



Check our website to find out more about our sustainable impact.





# PART OF SOMETHING BIGGER

PRS IS A MEMBER OF THE FABER GROUP

*At Faber Group, we believe that businesses can thrive while allowing the environment to prosper. As such, we are determined to make a positive contribution to a better world. With a sense of fun and a positive attitude, we bring circularity into demanding supply chains. For fast-moving consumer goods or (fresh) food. For hygiene & paper products or personal care. And for the car manufacturing business or the beverages industry.*



# Carrying impact with circular load carrier pooling services

Faber Group comprises several specialist pooling businesses – IPP, PAKi, PRS and vPOOL – and a sustainable timber supplier, Satim.

Scan the QR-code to learn more about Faber Group.



## There is so much more to the world of load carrying

Faber Group is an international family company specialised in circular load carrier pooling services. With several specialist pooling businesses, we have a robust, agile and sustainable network across Europe to streamline the supply chain. Together we provide sustainable, reliable, cost-effective pooling services for pallets and boxes to virtually all industries throughout Europe. We facilitate this by sharing our logistic resources and investing in innovation and digitalisation. It is our ambition to have a positive impact with our logistics solutions for supply chains. We bring circularity into logistics and make being circular a service in a shared economy. This way we carry impact.

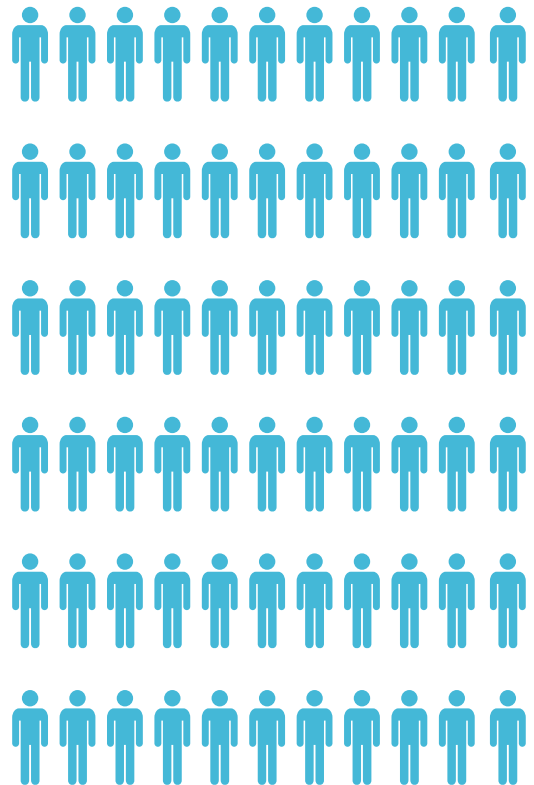
## Closed and Open pooling

In our business we speak of Closed and Open pooling. Closed pooling is a system for reuse in which reusable load carriers are circulated by IPP and PRS without change of ownership, meaning that IPP and PRS remain the owner of the load carriers. Open pooling, used by PAKi and vPOOL, is a system for reuse in which reusable exchangeable load carriers circulate among an unspecified number of system participants. Due to the exchangeability of the load carriers,

“normal” ownership is replaced by the “right of return” of a similar load carrier.

## Global 24/7 economy

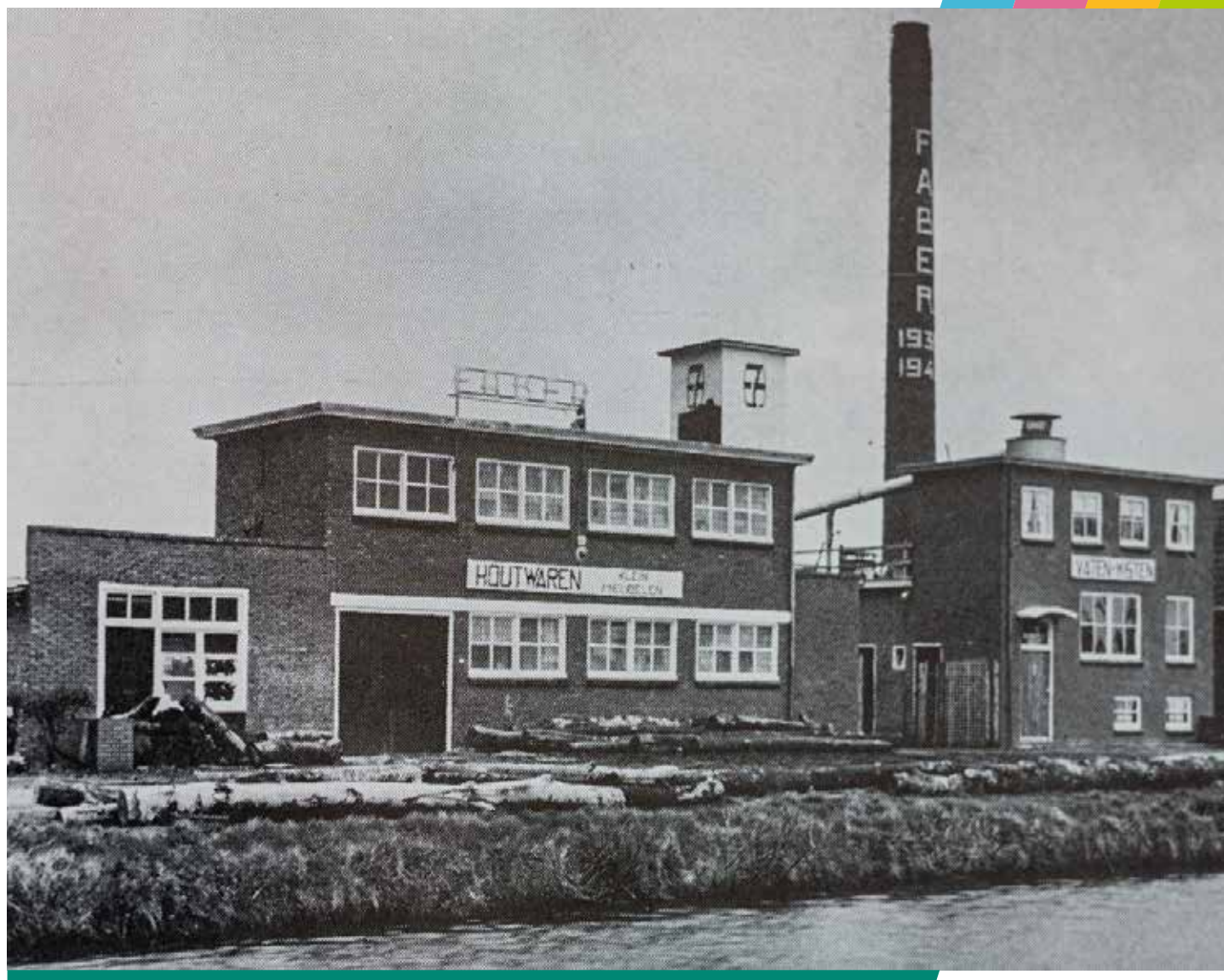
Load carriers, like pallets and boxes, are indispensable for supply chains to function in a 24/7 and global economy. Most of the goods you have at home likely once travelled on a pallet. Pallets might be not the most visible part of a supply chain, but without them it would be impossible to quickly and efficiently transport goods. By providing circular, reusable load carriers on a pay-per-use basis, we work with over 600 employees to contribute to the sustainable impact of our customers’ business and make our own positive impact as well.



**618 employees (567 FTEs)**  
**425 million euros in turnover**  
**125 million load carrier movements**

## Sustainability at the core

Sustainability is at the core of our business and is in our hearts. Together with value growth and digitalisation it defines our business strategy, which we call the “Green Triangle”, with each side reinforcing the others. Together these drive our sustainable impact, while at the same time delivering profitable business growth.



The history of Faber Group dates back to 1891 when the Dutch Halbertsma family started producing wooden butter barrels, and to 1935 when the Faber family started a similar business in Assen. Around 1950, the allied forces introduced forklifts to Europe, which created a demand for wooden pallets. Pallet production eventually became the core business for both families, who merged in 1992 to form the Faber Halbertsma Group. Changes to environmental legislation soon led the group to discover a new angle to the pallet business: pallet pooling. After a number of acquisitions, in 2020 the group decided to terminate pallet production to fully focus on circular load carrier pooling. In 2021 the company was renamed Faber Group. That year we also introduced our purpose “Carrying impact” and revamped our company values, making these “Care, Dare and Deliver”.

## Circular in itself

Our business is, in itself, sustainable and circular: the majority of our load carriers is produced from certified sustainable timber that will last for a long time and can be returned to nature at the end of its service life. By providing the load carriers to our customers on a pay-per-use basis, they don't need to invest in these assets themselves and can focus on their core business. In turn, we make sure the load carriers are used in an optimal way and they are properly maintained to keep them in good condition throughout their lifespan.

We make the most impact by improving the sustainability of our customers' supply chains by providing them with circular load carrier solutions. So, the more our business grows, the more sustainable impact we make.

## Reducing our footprint

Furthermore, we have embraced three of the United Nations Sustainable Development Goals and incorporated these into our own Faber Development goals. The focus of these is also on where it matters most: reducing the footprint of our logistics operations and optimising the usage and lifespan of our circular load carriers. We do this in partnership with our customers, suppliers and other stakeholders to carry impact throughout the supply chains.

## Digitalisation

Digitalisation supports us in our current business, enabling us to better follow the movements of our load carriers so that we can optimise their usage in the most efficient way; this both drives our sustainability ambitions and profitable business. By providing insights to our customers on stocks and balances of load carriers, we also help them improve their supply chain, reduce their footprint, and cut costs.

# The whole is greater than the sum of its parts

## Family of companies

As a family of companies, Faber Group as a whole is greater than the sum of its parts. Though our divisions use different pooling systems and serve different customers in multiple markets, we are one group driven by the same purpose, "Carrying impact", and the same values of "Care, Dare and Deliver".

## Sharing knowledge

We also share knowledge, best practices and resources across divisions: we have cross-divisional communities, for example in HR, Marketing and IT, for which the Faber Group headquarters has an initiating and coordinating role. This way we make most out of our resources and we create synergies and efficiencies. Working with colleagues across businesses and in markets throughout Europe to learn and inspire each other also helps make for an interesting working environment.

## The Faber Group companies

- **PRS** is the main provider of sustainable closed pallet pooling services to the European polymer industry.
- **IPP** provides sustainable closed pallet and box pooling services for the FMCG and recycling industry, covering most of Europe.
- **PAKi** is one of Europe's leading sustainable open pooling services for exchangeable standardised load carriers, such as Euro pallets, for a broad range of customers and industries.
- **vPOOL** offers sustainable open pooling services for food grade load carriers throughout Europe.
- **Satim** is specialised in procurement of sustainable timber and load carriers, supporting our other divisions.

## Our purpose: Carrying Impact

We have a responsibility towards our customers and future generations to provide high-quality reusable and sustainable products and services. It is our ambition to have a positive impact with our logistics solutions for supply chains. We bring circularity into logistics and make being circular a service in a shared economy. This way we are carrying impact.

## Our values: Care, Dare, Deliver

**Care:** we feel responsible for people, products and the environment.

**Dare:** entrepreneurship, passion and teamwork challenge us to go further.

**Deliver:** we are motivated to simply deliver sustainable results.



# Growth

Being part of a bigger, international group offers employees opportunities for growth and development all over Europe. That could be through working together and sharing ideas with teams from other countries, or perhaps you will opt for a career abroad and develop yourself across the border.

## **IPP Pooling, Coventry, UK**

Regional office for the largest market of IPP Pooling in Europe: UK & Ireland.

## **IPP Pooling, Angers, FR**

Regional headquarters serving the French market.

## **IPP Pooling, Madrid, ES**

Regional headquarters serving the Spanish and Portuguese market.

## **PAKi Logistics, Balma, FR**

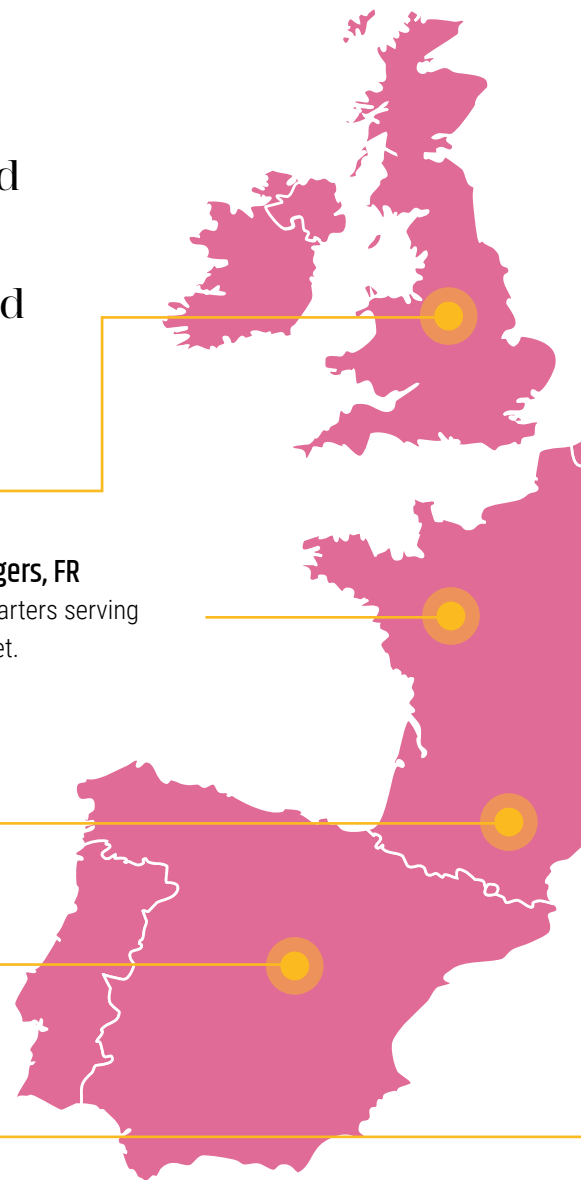
Regional headquarters serving the French and Spanish market.

## **PAKi Logistics, Ennepetal, DE**

European headquarters for our open pooling load carrier services.

## **IPP Pooling Germany, Ennepetal, DE**

Regional headquarters for Germany, Austria and Switzerland.



**IPP Pooling, Eindhoven, NL**

In the vibrant Strijp district of Eindhoven we house both our European headquarters and regional Benelux office.

**PRS Pooling, Eindhoven, NL**

Headquartered for Europe in the Strijp district, serving the European polymer industry. Regional managers based locally throughout Europe ensure close vicinity to our customers.

**PAKi Logistics, Eindhoven, NL**

Regional office for our open pooling load carrier services.

**Faber Group, Eck & Wiel, NL.**

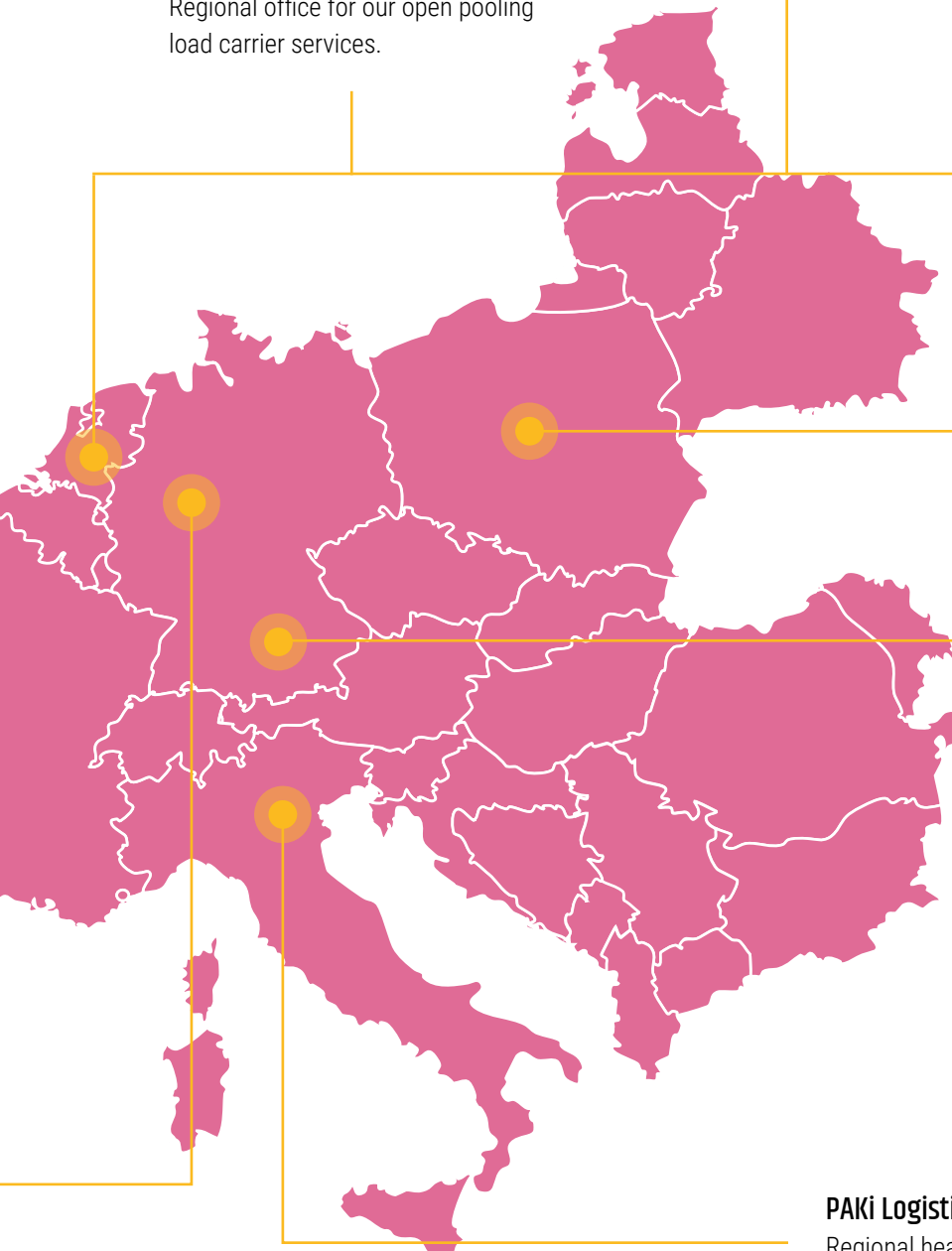
Our group headquarters, providing coordination, support and expertise to all divisions.

**Satim, Eck & Wiel, NL**

Our timber & load carrier procurement division, supporting all other entities.

**Poolservice, Deventer, NL**

Providing pool management for Dutch fresh food industry crate pool.

**IPP Pooling, Warsaw, PL**

Regional headquarters serving the Polish market.

**PAKi Logistics, Warsaw, PL**

Regional headquarters serving the Polish market.

**vPOOL Logistics, Wörnitz, DE**

Headquarters for open pooling food grade load carriers with focus on FMCG industry.

**PAKi Logistics, Verona, IT**

Regional headquarters serving the Italian market.



# More than just you



At Faber Group you can be so much more than just your job. Because we believe that that is ultimately what makes you get up every morning and keeps you happy.





## INNOVATIVE & Involved

**Denise Stobbe**  
(left)  
**HR Business**  
**Partner**  
**IPP and PAKi**

Denise Stobbe is working for the Faber Group since 2021 as HR Business Partner for IPP and PAKi. Her most important skill is that she is an enabler, a shaper, an innovator and a sparring partner. Whether in workshops, projects, coachings or change management, she looks forward to new challenges every day and enjoys working with people.

### **Make a difference**

Denise's goal is to find good solutions for her stakeholders so that employees enjoy coming to work and managers get the support they need. Work experience, taking different perspectives as well as different methods and ways of working help her in the implementation. Finding innovative, modern and digital solutions is also part of it. While actively shaping the future of IPP and PAKi, she also wants to use her strengths and apply her skills to make a difference



## MARKET SMART & Committed

**Tânia Goncalves**  
(right)  
**Asset Controller**  
**IPP Iberia**

Tânia Goncalves is an Asset Controller at IPP Iberia. Her journey at Faber Group started back in 2009 working for PRS. In 2017 she moved to IPP Iberia and in 2021 she became responsible for the development of the Portuguese market. The most important skill she has developed at this job is the emotional intelligence that enables her to establish long term relationships with IPP's partners.

### **With a smile**

Tânia's biggest goal is to strengthen IPP's presence in the market and position the company as a trustworthy partner who adds value throughout the entire supply chain. In a market as competitive as Portugal, your reputation is your greatest weapon, so every interaction counts in bringing IPP closer to its growth objectives. Every day represents a new challenge, which Tânia will face with a smile and commitment to give partners and customers the best service.

# Would you like to make impact?



**HOW**

.....

**+**

.....

**DO YOU WANT TO GET?**



## UNDERSTANDING & Future-orientated

**Robbert de Jong**  
(left)  
**Commercial**  
**Director, PRS**

Robbert de Jong is Commercial Director for PRS and has been working for the company for 1.5 years. From his knowledge in the petrochemical industry, his understanding of the dynamics and the needs of customers, he brings PRS' needs together with the needs of the customer and works towards a win-win scenario. What also helps is his genuine interest, not only to continuously understand the business better, but also get to know the people who work in the business. In the end, companies don't do business with companies, people do business with people is what Robbert believes.

### Bringing people together

Making an impact in his job is important for Robbert. Not only focusing on today, but also making sure we understand the needs of tomorrow and act on it. To balance the goal of improving sustainability, with retaining a profitable business model. We can't improve sustainability if we can't keep the business going, we need to stay relevant to exist. Robbert emphasises that he can't make impact on his own. Bringing the right people together, whether this is internally or within the market of our customers, suppliers and converters, is what makes it work.

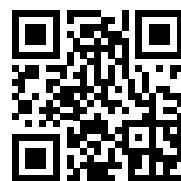
## ANALYTICAL & Optimistic

**Kemane Aoufoh**  
(right)  
**Financial**  
**Controller,**  
**IPP France**

Kemane Aoufoh is the Financial Controller for IPP France. His major skill is his analytical capacity, which enhances his ability to adapt to every situation and apply the most appropriate response every time. For Kemane it is important to create a permanent positive environment, given that we spend almost a third of our lives at work. That's why, in his opinion, work should feel like home. Which means that leaving home to go to work should feel just as good as leaving work to head home. Creating and maintaining this environment depends on the employees who are on the work floor, day in, day out.

### Inspire positivity

Kemane is contributing to this by remaining open and accessible to colleagues, by being optimistic in order to inspire positivity, and by sharing knowledge to help create value and create reciprocity.



**Want to know more about  
working at Faber Group?  
Check out our careers site.**



*ur*  
**World  
Class  
Workplace**  
*Excellence in  
employment  
practices*

**Employees are a company's most important resource and contribute significantly to both its character and success. So, investing in employees is an important part of our companies' strategy. Our care for employees has been rewarded with the "World Class Workplace" mark of excellence in employment practices, which is awarded to high performing organisations once a year based solely on the opinion of employees.**

#### **Energy to accelerate**

At PRS we are proud to carry the World Class Workplace label. We have an employee survey every two years, and very high results compared to our benchmark. We dare to say our employees enjoy working at PRS. The feedback we get from our employees is that the working conditions are good, and they appreciate the opportunities they get to develop themselves on a personal and professional level. There are opportunities to give input, take responsibility and make mistakes.

#### **Informal, with a flat structure**

The PRS organisation is very informal and has a flat structure; talking to our Managing Director is as easy as talking to your direct colleague. PRS' growth ambition makes the work challenging but extra fun and rewarding when

**Opportunities  
to develop on  
a personal and  
professional  
level**





successes are made. Colleagues experience the office in Eindhoven as a pleasant and modern workplace with a great atmosphere.

### **Balance between work and private life**

Colleagues meet up at the office, lunch together and go for a stroll together. The possibility to also work remotely makes it easy to maintain a good balance between work and private life. There's more going on here than

## **Pleasant, modern workplace with a great atmosphere**

just work though: many fun activities are organised both by the Strijp TQ community and our own activities

committee, with international lunches, sporting tournaments, visits to various places in Eindhoven, concerts, and barbecues on the roof terrace. All this contributes to openness and being friendly with each other. This is a good basis for working together and challenging each other to deliver the best results and realise growth.

### **Many international colleagues**

Also, its many international employees and customers throughout Europe

# Together we are contributing to a better environment

makes working at PRS very interesting. It is a multicultural environment with people from all over Europe and South America. There is so much more to explore besides your own country and culture. Working with people of different nationalities enables you to grow and develop on yet another level. Every so often an international potluck lunch is organised at the office, where people bring dishes from their own country and eat together. Also, we are experimenting with colleagues travelling to their home country and combining the trip with annual leave, working for two weeks and then having two weeks' annual leave, for example.

## Sustainable network

Given what a hot topic climate change

is in today's world, it's really great to work at a company that prioritises sustainability in its core business. We know our employees care about sustainability and making an impact in the world too. Together we are building a sustainable network of environmentally responsible producers, converters, carriers, depots, traders and distributors. Together we are contributing to a better environment.

# Challenging each other to deliver the best results and achieve growth

## Meaningful and rewarding work

PRS conducted an employee engagement survey to see how engaged its employees are.

Engagement is the degree to which employees are inspired and energised by their work and also refers to their positive connection to an organisation. Engaged employees experience their work as meaningful and rewarding. And – the overall employee engagement score at our company was 83.3 (out of 100)! We always strive for as a high score as possible because this makes the company thrive as well.

The survey also looked into good employment practices, an area in which PRS scored a 83.3 as well. Good employers provide employees with a work environment where they feel at home and accepted. A high score means employees feel part of a community, appreciated, inspired and cared for by PRS. Because of this we perform better and employees will, on average, stay with the company longer.

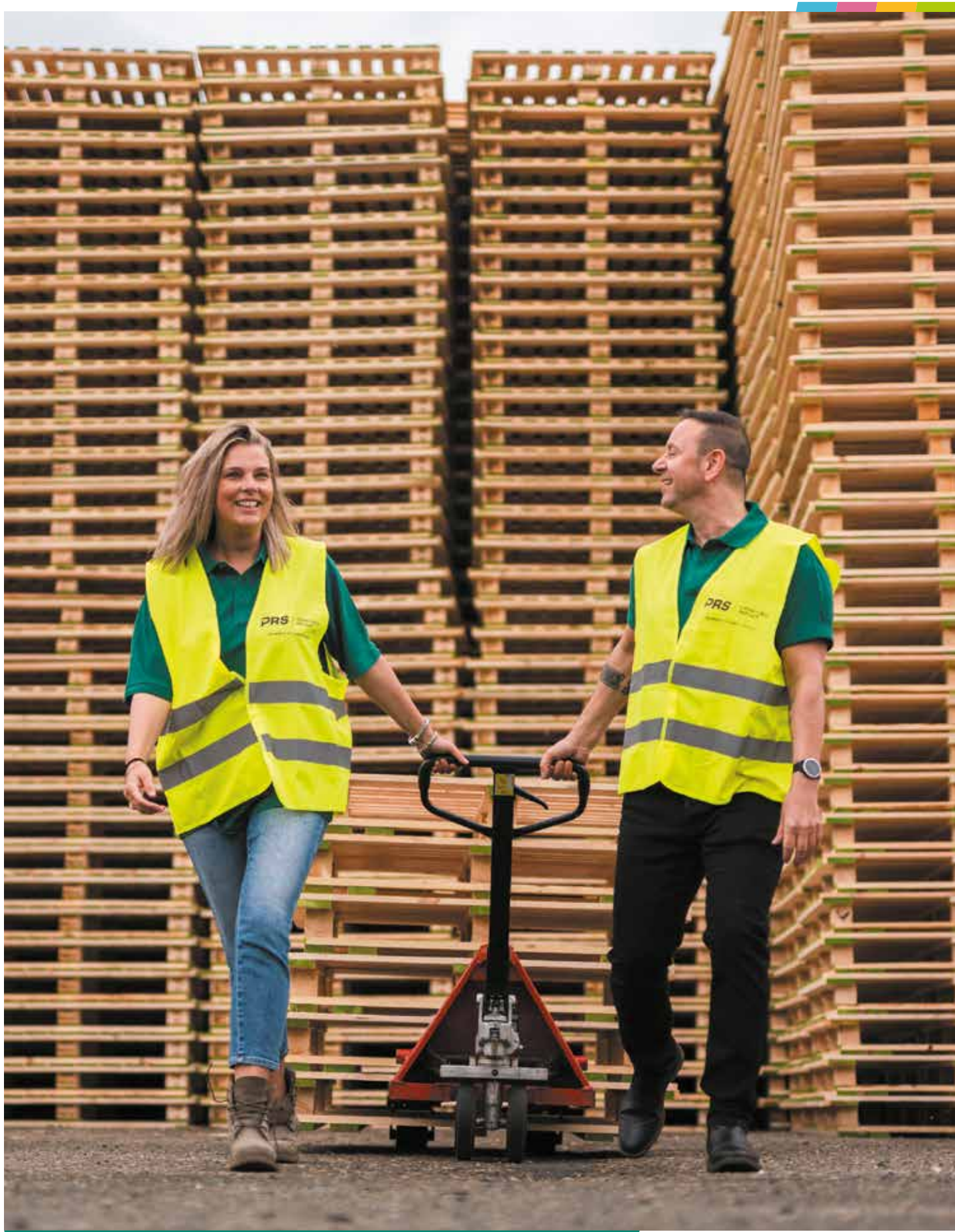
## The needs of employees

The last topic the survey examined was 'Enablement'. Workplace enablement refers to how the organisation addresses the needs of employees to work efficiently, productively and happily. Here, too, PRS scored high. High scores in the area of enablement show that you have the right tools, equipment, software, training and work processes in place for your employees to perform their tasks in the best possible way. At PRS we believe it's important to always keep the conversation going about what is needed for employees to work and perform at their best.

# Employees feel appreciated, inspired and cared for







# HOW PROUD & Meaningful CAN YOU GET?

Whether your impact is improving the logistic efficiency of major international brands, making your colleagues feel appreciated, or contributing to global waste reduction, at PRS we are not just looking for employees with the right job skills, we are looking for people willing to take the next step with us. We are looking for people who want to develop and who want to have a meaningful impact on the world around them.

Are you looking for an impactful job opportunity in Finance, Sales, Commerce, Business Analytics and Data, IT, Marketing, HR, Operations, Logistics, Customer Service, Administration or Project Management? We would be happy to get acquainted. Check our vacancies at [career.faber.group](https://career.faber.group)

